

Thursday, September 29, 2016

Public Session

12:05 p.m. – 1:00 p.m.

North Campus, ERC 3023

Members: Karyn Brearley (Chair), Dan Borowec, Andrew Elrick, Adele Imrie, Jay Lefton, Tim McTiernan, Mike Snow

Staff: Becky Dinwoodie, Craig Elliott, Cheryl Foy, Susan McGovern, Michael Owen, Deborah Saucier

AGENDA

No.	Topic	Lead	Allocated Time	Suggested End Time
1	Call to Order	Chair	1	
2	Agenda (M)	Chair	2	
3	Conflict of Interest Declaration	Chair	2	
4	Chair's Remarks	Chair	5	
5	President's Remarks	T. McTiernan	5	12:20 p.m.
6	Governance			
6.1	Policy Against Violence, Sexual Violence, Harassment & Discrimination* (M)	C. Foy	20	12:40 p.m.
7	Nominations			
7.1	Board Recruitment Strategy* (P)(D)	Chair/C. Foy	15	12:55 p.m.
8	Other Business	Chair	3	
9	Termination (M)	Chair	2	1:00 p.m.
	* - Documents attached			
	D - Discussion			
	M - Motion			
	P - Presentation			
	U - Update			

Becky Dinwoodie, Secretary



COMMITTEE REPORT

Action Required:

Public:
 Non-Public:

Discussion
 Decision

TO: Governance, Nominations and Human Resources Committee

DATE: September 21, 2016

FROM: Cheryl Foy, University Secretary and General Counsel

SUBJECT: Policy Against Violence, Sexual Violence, Harassment and Discrimination

A. Purpose

We are seeking the Committee's feedback and recommendation for approval of the Policy Against Violence, Sexual Violence, Harassment, and Discrimination.

B. Background/Context

As presented to the Committee on June 1, 2016, the passing of Bill 132, the *Sexual Violence and Harassment Action Plan Act, 2016* introduced amendments to the following legislation:

- *Ministry of Training, Colleges, and Universities Act, R.S.O. 1990, c. M.19*
- *Occupational Health and Safety Act, R.S.O. 1990, Chapter O.1*

For UOIT, this meant reviewing and amending, or creating, the following policy instruments in order to ensure compliance with the amended legislation:

- Harassment and Discrimination Policy and Procedures;
- Workplace Violence Policy and Procedures; and
- Student Sexual Violence Prevention Policy and Procedures.

Drafting and consultation with key stakeholder groups occurred over the course of the past year. As work progressed, and in ongoing consultation between the University Secretary's Office and the Office of the Provost (Miles Bowman), the understanding of the common principles and goals of these policy instruments continued to coalesce. Each of these policies shares the purpose of creating an environment where

all members of the University community can feel safe, respected and have the freedom to pursue their studies and work.

Given the commonality of purpose and direction, we concluded that the most effective and community friendly approach is to create a single parent policy that will reinforce the University's commitment to creating an environment that is free from all forms of violence, sexual violence, harassment and discrimination for all of its community members.

C. Discussion and Rationale

Further to discussion and the direction received from GNHR at the June 1, 2016 meeting, a single Policy Against Violence, Sexual Violence, Harassment, and Discrimination has been developed. The Policy creates a framework under which the University will establish additional formal policy instruments (Procedures and Guidelines), as well as educational and support tools and resources that will:

- Educate and inform all members of the University community regarding all types of violence, harassment, and discrimination and what is expected of all members of the community;
- Support individuals who experience acts of violence, sexual violence, harassment, and discrimination in seeking help and advise of the processes and outcomes available to them; and
- Address how the University will meet its obligations under the *Human Rights Code*, R.S.O. 1990, c. H.19, *Occupational Health and Safety Act*, R.S.O. 1990, c. O.1, and the *Ministry of Training, Colleges and Universities Act*, R.S.O. 1990, c. M.19; and
- Meet the commitments to procedural fairness established under the new Fair Processes Policy.

The draft Policy has been presented to SLT, Students and Faculty, the Office of Campus Safety, the Policy Advisory Committee and the Health and Safety Committee. The Policy was presented to Academic Council on September 20, 2016 and received a recommendation for approval in principle.

The draft circulated to GNHR incorporates feedback and changes made as a result of these consultations as well as recommendations from Academic Council.

The goal is to bring the final draft of the Policy to the Board for approval in October.

Development of Supporting Policy Instruments

In order to support the complaint resolution framework outlined in the draft Policy, and to move forward to meet the University's obligations, additional policy instruments will be refined and developed using draft documents that have been circulated and consulted on to date. These include:

- Procedures for Reporting, Investigating and Addressing Incidents of Student Sexual Violence;

- Procedures for Reporting, Investigating and Addressing Harassment and Discrimination; and
- Procedures for Reporting, Investigating and Addressing Incidents of Workplace Violence.

At the same time that work is being done on the supporting policy instruments, work will also be ongoing to develop the necessary educational, accommodation and support tools that will support their implementation.

The intention is to have all foundation policies and procedures implemented by January 1, 2017 in order to meet the requirements under the *Occupational Health and Safety Act*, R.S.O. 1990, c. O.1, and the *Ministry of Training, Colleges and Universities Act*, R.S.O. 1990, c. M.19

D. Request

We are seeking the Committee's recommendation for approval of the Policy Against Violence, Sexual Violence, Harassment and Discrimination.

Classification	
Framework Category	Legal, Compliance and Governance
Approving Authority	Board of Governors
Policy Owner	Vice-President, Academic and Provost
Approval Date	DRAFT
Review Date	
Supersedes	

POLICY AGAINST VIOLENCE, SEXUAL VIOLENCE, HARASSMENT AND DISCRIMINATION

PURPOSE

1. This Policy sets out University of Ontario Institute of Technology's commitment to creating a safe place of work and study free from all forms of Violence (including physical violence, psychological violence, Sexual Violence and Workplace Violence), Harassment and Discrimination. UOIT enacts this Policy in support of its ongoing commitment to:
 - 1.1. Creating a safe place of work and study free from all forms of Violence, Sexual Violence, Harassment and Discrimination by:
 - a) Reinforcing UOIT values that make the campus an inclusive and respectful space;
 - b) Providing preventative educational programming to raise awareness and mitigate these acts;
 - c) Establishing community partnerships that provide access to information and aid;
 - 1.2. Support UOIT Members who have experienced Violence, Sexual Violence, Harassment and/or Discrimination by:
 - a) Providing resources and accommodations meant to facilitate resolution;
 - b) Working with UOIT Members to mitigate the negative effects of these behaviours, such as feelings of isolation and shame; and;
 - c) Offering fair paths to justice as alternatives to, and not replacements for, external judicial proceedings.

DEFINITIONS

2. For the purposes of this Policy the following definitions apply:

"Bullying" means a form of Harassment that usually involves repeated incidents or a pattern of behaviour intended to intimidate, offend, denigrate, degrade or humiliate a particular individual or group of individuals.

"Complaint" is a formal written request to UOIT to address an incident of Violence, Sexual Violence, Harassment and/or Discrimination and **"Complainant"** is the individual making the Complaint.

“Consent” means an active, direct, voluntary, unimpaired and conscious choice and agreement to engage in an activity (including sexual activity).

“Discloser” means any individual who brings an incident of Violence, Sexual Violence, Harassment and/or Discrimination to the attention of a UOIT Member or UOIT Recipient.

“Disclosing” or **“Making a Disclosure”** is the act of telling a Disclosure Recipient about an issue of Violence, Harassment or Discrimination.

“Disclosure Recipient” means any individual who receives a Disclosure.

“Discrimination” means any form of differential treatment that results in disadvantage, including imposing extra burdens, denying benefits, and/or limiting access to opportunities, based on one or more characteristics that an individual cannot change about themselves (known as prohibited grounds under the Ontario Human Rights Code) such as:

- Age
- Ancestry
- Citizenship
- Colour
- Creed (religion)
- Disability
- Ethnic origin
- Family status
- Gender identity
- Gender expression
- Marital Status
- Place of origin
- Race
- Receipt of public assistance
- Sex (including pregnancy)
- Sexual orientation

“Harassment” means a course of vexatious comment, conduct and/or communication that is known or ought reasonably to be known to be unwelcome. Harassment may:

- Be intentional or unintentional;
- Include Bullying and/or other behaviours that create an intimidating, demeaning, hostile or Poisoned Environment (working or academic); and/or
- Involve behaviours that are repeated, continued or chronic, or result from a single act serious enough to constitute Harassment on its own.
- Harassment includes Harassment against an Employee in the Workplace (**“Workplace Harassment”**).

“Poisoned Environment” means a situation created where harassing and discriminatory behaviours have a negative impact on a UOIT Member’s ability to learn or work. A Poisoned Environment may result from a pattern of events or a single incident. An individual does not need to be a direct subject of the harassing or discriminatory behaviour in order to be affected by a Poisoned Environment.

“Respondent” means an individual who is the subject matter of a Disclosure or Complaint.

“Sexual Harassment” means a course of vexatious comment, conduct and/or communication based on sex, sexual orientation, gender, gender identity or gender expression, or orientation, that is known or should have been known to be unwelcome. Sexual Harassment includes but is not limited to:

- Sexual solicitation, advances, or remarks, including any situation where there is an implied or express promise of reward or benefit in return for sexual favours, and/or implied or express threat or act of reprisal if sexual favours are denied;

- Suggestive or inappropriate comments or gestures (including songs and chants);
- Inappropriate display of sexually suggestive pictures, posters, objects, graffiti;
- Non-consensual posting of pictures, aggressive comments, and slurs on any form of social media;
- Physical contact of a sexual nature (including Sexual Assault under the Criminal Code);
- Sexual conduct that interferes with an individual's dignity or privacy such as voyeurism and exhibitionism; and
- Sexual Harassment against an Employee in the Workplace ("**Workplace Sexual Harassment**").

"**Sexual Violence**" means any sexual act or act targeting an individual's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against an individual without the individual's Consent, and includes sexual assault (including rape), Sexual Harassment, stalking, cyber-bullying, indecent exposure, voyeurism and sexual exploitation.

"**UOIT Member**" includes registered students, individuals engaging in work, research or study arising out of or related to UOIT's interests, and any individual on or visiting UOIT.

"**UOIT Recipient**" means a UOIT Member or Members designated in this Policy to receive Disclosures and/or Complaints and to make getting help easier by providing aid to Disclosers on behalf of UOIT.

"**Violence**" means any act, whether physical or psychological in nature, including:

- The exercise of physical force by an individual against another individual that causes or could cause physical injury;
- An attempt to exercise physical force against an individual that could cause physical injury to that individual; and
- A statement or behaviour that it is reasonable for an individual to interpret as a threat to exercise physical force against them or someone else, that could cause physical injury to an individual;
- Threat and/or acts of Sexual Violence or domestic violence;
- Violence against an Employee in the Workplace ("**Workplace Violence**").

"**Workplace**" means any location or facility owned, leased, rented or otherwise used by UOIT for the purposes of carrying out UOIT activities, including any off-site location where authorized work is being conducted. This includes but is not limited to any locations of business travel and conferences, student placements, field trips, field research, athletic events and UOIT sanctioned social events.

SCOPE AND AUTHORITY

3. This Policy applies to all UOIT Members.
4. This Policy applies to conduct:

- a) In the course of work, research, or study arising out of or related to UOIT's interests, and;
 - b) Through any media (e.g. in-person, written, recorded, on-line).
- 5. This Policy applies to conduct described in 4 above:
 - a) At any location used by UOIT, and/or;
 - b) Off-campus and has, in UOIT's discretion, a real and substantial connection to UOIT.
 - c) In the Workplace;
- 6. Notwithstanding the limits of this scope, UOIT reserves the right to offer and provide advice and assistance to UOIT Members experiencing difficulties with respect to issues of Violence, Sexual Violence, Harassment and Discrimination.
- 7. This Policy does not apply to a reasonable action taken by an employer or supervisor relating to the management and direction of Employees or the Workplace, or to reasonable decisions affecting UOIT Members that are properly made in the administration and management of UOIT.
- 8. The Vice-President, Academic and Provost ("Provost"), or successor thereof, is the Policy Owner which means that she or he is responsible for overseeing the implementation, administration, interpretation, and application of this Policy.

POLICY

- 9. Adherence to UOIT's core values is the responsibility of every member of the UOIT community. UOIT Members will support the elimination of Violence, Sexual Violence, Harassment and Discrimination at UOIT and will act consistently with this Policy and the supporting policy instruments enacted to combat violence at UOIT. This includes:
 - 9.1. **No Violence:** UOIT will not tolerate Violence by or toward UOIT Members.
 - 9.2. **No Sexual Violence:** UOIT will not tolerate Sexual Violence by or toward UOIT Members.
 - 9.3. **No Harassment:** UOIT will not tolerate Harassment by or toward UOIT Members.
 - 9.4. **No Sexual Harassment:** UOIT will not tolerate Sexual Harassment by or toward UOIT Members.
 - 9.5. **No Discrimination:** UOIT will not tolerate Discrimination by or toward UOIT Members.
- 10. UOIT commits to supporting UOIT Members who have experienced Violence, Harassment or Discrimination. This Policy is the foundation for providing accommodation, resources and aid to UOIT Members.
- 11. UOIT reinforces its stand against Violence, Sexual Violence, Harassment and Discrimination through a preventative approach and education programming. This approach will engage the UOIT community to minimize the behaviours arising from factors contributing to the perpetuation of Violence, Sexual Violence, Harassment and Discrimination. These factors include, but are not limited to:
 - a) Abuses of power dynamics and victim blaming;

- b) Understanding aggression / standing up to aggression;
- c) Cultural competency / sources of discrimination;
- d) Consent culture/rape culture;
- e) Alcohol and substance consumption;
- f) Sexism / ableism / ageism / racism.

GUIDING PRINCIPLES FOR POLICY APPLICATION

12. Accommodating Diversity

- 12.1.** UOIT is aware of and acknowledges the diverse backgrounds and cultures of UOIT Members and will consider and take reasonable measures to accommodate needs emerging from this diversity when dealing with individual cases.
- 12.2.** Certain groups in the population can be identified as being more vulnerable to Violence, Sexual Violence, Harassment and Discrimination. The following factors may heighten the risk of exposure to Violence, Sexual Violence, Harassment and Discrimination and UOIT will give consideration to these factors in the development of policies, programs and resources:
 - a) Age;
 - b) Disabilities;
 - c) Gender, gender-expression, gender identity, orientation or sexuality;
 - d) Indigeneity;
 - e) International Students and Workers.
 - f) Being a newcomer to Canada;
 - g) Race;
 - h) Religion;
 - i) Being a woman.

13. Privacy and Confidentiality

- 13.1.** UOIT will abide by all applicable privacy laws and will protect personal information. UOIT will protect the identity of the individual making a Disclosure or Complaint to the fullest extent possible under legislation, regulation, and UOIT policy.
- 13.2.** Collected information will remain confidential, except when:
 - a) Disclosure is considered necessary for the purpose of eliminating, or reducing, a significant risk of serious harm to UOIT Members or others;
 - b) When required to comply with a summons, subpoena, court order or in order for UOIT to meet its obligations in the context of a legal proceeding;

14. Right to Representation

- 14.1.** All UOIT Members have the right to select a representative who will liaise with UOIT and act as an advocate.

15. Encouragement to Disclose and Protection from Reprisal

- 15.1. Any UOIT Member who has experienced or witnessed an incident of Violence, Harassment or Discrimination is encouraged to make a disclosure to a Disclosure Recipient or UOIT Recipient.
- 15.2. UOIT will not tolerate any action or threat of action (“Reprisal”) against a UOIT Member who has disclosed or made a Complaint of Violence, Harassment or Discrimination. UOIT will respond and take appropriate action to address allegations of Reprisal.

16. Complaint Resolution Processes

- 16.1. A UOIT Member who has experienced Violence, Sexual Violence, Harassment and/or Discrimination will be supported to follow a resolution process of their choosing, within reason. UOIT will seek to resolve issues relating to Violence, Sexual Violence, Harassment and/or Discrimination using the simplest possible resolution path. Complaint resolution processes will be fair. Those involved in any aspect of complaint resolution (e.g. mediation, investigation and adjudication) will be skilled and impartial.

17. Alternate Paths of Support and Resolution

- 17.1. This Policy is not intended to supersede or interfere with the right of UOIT Members to seek other paths of support or resolution for incidents of Violence, Harassment or Discrimination.
 - a) All UOIT Members who have experienced Violence, Sexual Violence, Harassment or Discrimination are entitled to support and assistance from the University.
 - b) Paths of resolution for UOIT Members who are not part of a bargaining unit, include, but are not limited to processes governed by the Ontario Human Rights Code (OHRC), and the Occupational Health and Safety Act (OHSA). UOIT Members are encouraged to resolve complaints through the use of UOIT processes under this Policy.
 - c) Members of a bargaining unit are entitled to the same support and assistance as other UOIT Members. However, in instances where a bargaining unit member wishes to file a Complaint, it will be made through the applicable grievance process.
 - d) In the alternative, UOIT Members may seek resolution through more formal legal means. Where multiple complaint processes are started, UOIT may suspend any process under this Policy. This does not mean that access to support and resources will be stopped.

18. Resolution Framework

- 18.1. **Framework:** This Policy employs a framework meant to support those who have experienced Violence, Sexual Violence, Harassment and Discrimination. The framework is available to all UOIT Members and includes:
 - a) **Help through Accommodation and Resources:** UOIT will provide tools to support and assist UOIT Members understand how and where to get help including specifically appointed professionals to help administer aid resources and to provide meaningful accommodation to UOIT Members who experience

Violence, Sexual Violence, Harassment and Discrimination. This help will be provided to a UOIT Member regardless of whether or not the UOIT Member pursues a resolution process.

- b) Resolving an issue independently or with some support:** Upon receipt of a Disclosure, and where appropriate, UOIT will provide tools and support to assist individuals to resolve issues alone or with some support (i.e., consultation, facilitation).
- c) Filing Complaints:** UOIT will provide procedures, forms and tools to assist UOIT Members to file Complaints for violations of this Policy.
- d) Review or Investigation:** UOIT will provide procedures, forms and tools outlining the review and investigation processes.
- e) Facilitated Discussion:** Upon receipt of a Complaint, and where appropriate, UOIT will provide opportunities to facilitate the resolution of an issue.
- f) Adjudication:** UOIT will provide procedures, forms and tools outlining the adjudication process that follows a Complaint.

REPORTING, MONITORING AND REVIEW

- 19.** The Provost will oversee the monitoring and review of this Policy and the framework it establishes. This Policy will be reviewed as necessary and at least annually.
- 20.** The Provost is responsible for overseeing reporting and analysis relating to this Policy including, but not limited to:
 - a)** The number of times supports, services and accommodation relating to Sexual Violence are requested and obtained by students enrolled at the college or university, and information about the supports, services and accommodation.
 - b)** Any initiatives and programs established by the college or university to promote awareness of the supports and services available to students.
 - c)** The number of incidents and Complaints of sexual violence reported by students, and information about such incidents and Complaints.
 - d)** The implementation and effectiveness of the Policy.
- 21.** An Advisory Committee, including students, faculty and staff, will be established under separate terms of reference to oversee and review the programming and training choices that uphold UOIT's commitment to and responsibility for creating a campus free of Sexual Violence by:
 - a)** Selecting training programs for development and delivery to staff, faculty, and students;
 - b)** Maintaining up-to-date information on supports and services, including online content;
 - c)** Tracking instances of Sexual Violence, committed against, or perpetuated by, members of UOIT and the help-seeking behaviours related to such incidents;
 - d)** Evaluating the efficacy of programming, activities, and help processes related to tracked behaviours and advising on changes, where necessary; and,

- e) Overseeing the implementation of a survey of UOIT Members relating to the effectiveness of Sexual Violence aspects of this policy, as required.
- f) Drafting an annual report informed by available data related to measures listed above in this section and provide recommended actions to the Provost or delegate.
- g) The committee will deliver a written review to the Office of the Provost detailing recommended changes to this Policy and its Procedures.

RELEVANT LEGISLATION

Criminal Code of Canada, R.S.C., 1985, c. C-46.

Ministry of Training, Colleges, and Universities Act, R.S.O. 1990, c. M.19

Ontario Human Rights Code, R.S.O. 1990, Chapter H.19

Occupational Health and Safety Act, R.S.O. 1990, Chapter O.1, as amended

Freedom of Information and Protection of Privacy Act, R.S.O. 1990, Chapter F.31

RELATED POLICIES, PROCEDURES & DOCUMENTS

To be reviewed/completed.

CONFIDENTIAL - DRAFT



COMMITTEE REPORT

Action Required:

Non-Public:
 Public :

Discussion
 Decision

TO: Governance, Nominations & Human Resources Committee

DATE: September 29, 2016

FROM: Becky Dinwoodie, Assistant University Secretary

SUBJECT: Board Recruitment Strategy

A. Purpose

We are providing the Committee with a summary of the Board's current composition and upcoming vacancies for 2017-2018 in order to obtain your guidance on updating the Board Skills Matrix and identifying the Board's skills and competency needs in order to focus the recruitment efforts for 2016-2017.

B. Background/Context

As we enter into the recruitment process for 2017-2018, it is important to review the Board's current composition and upcoming vacancies in order to determine the areas of focus for the Committee's recruitment strategy.

Current Composition

A summary of the current composition of the Board is set out below:

External Governor Type	Governors (as of September 1, 2016)	Number of Each Governor Type (per Act and By-Laws)
External	13	13
External - Co-Populous	2	3
LGIC	3	3

Governor - Gender	% of External Governors <i>(as of September 1, 2016)</i>	% of External & Elected Governors <i>(as of September 1, 2016)</i>
Female	44%	46%
Male	56%	54%

Vacancies for 2017-2018

Departures from the Board

At the end of the 2016-2017 Board year, the terms of 3 Governors (2 females and 1 male) will be ending and they will not be eligible for reappointment. This will also result in a vacant LGIC position.

Renewal Opportunities

The terms of 5 Governors (2 females and 3 males) will also be ending and they will be eligible for reappointment for terms of up to 3 years. One of these members is also a co-populous Governor.

Skills and Competency Assessment

We attach copies of the Board Skills Matrix and the Skills and Competency Matrix Self-Assessment Form for review. Completion of these documents assists the Board in identifying the skills gaps on the Board and formulating a recruitment strategy.

Student Recruitment

We have 2 student Governor positions on the Board (1 undergraduate and 1 graduate). We do not currently actively recruit student Governors and rely on the election communications to fill the roles.

C. Discussion

We are seeking the Board’s feedback and guidance on the following:

1. updating the Skills Matrix (do any skills/competencies/attributes need to be added?);
2. the areas on which the Committee should focus its recruitment efforts for 2017-2018; and
3. whether we should implement a form of active recruitment for student Governors.

Board of Governors Skills and Competency Matrix Self-Assessment Form

Last Name: [Click here to enter text.](#)

First Name: [Click here to enter text.](#)

Please check the box below the level of knowledge and/or experience in each of the following skill and competency areas, with 4 being the highest level of experience or knowledge.

Occupation	1	2	3	4
Accounting/Finance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advanced Manufacturing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Aerospace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Automotive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Executive/Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Private Sector/Entrepreneurial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical/IT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Special Skills	1	2	3	4
Advocacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Entrepreneurship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising & Advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Government Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Innovation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management & Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marketing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Media Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meeting Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policy Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Speaking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strategic Planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Community Connections	1	2	3	4
Business and Industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnic communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Government	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Media	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-Profits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Property & Capital Assets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service Clubs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Diversity

In addition to achieving a membership that demonstrates a balance of skills, expertise and knowledge, the Board is committed to working towards greater overall diversity in its membership. A Board that is broadly reflective of demographic and cultural diversity will support the University’s efforts to foster and sustain an environment of inclusiveness and respect for all of its members. This includes diversity in:

- Gender
- Ethnic background
- Race
- Religion
- Sexual orientation
- Disability

Current and potential members are invited to share any information which they feel may contribute to the ability of the Board to assess the diversity of its composition. This information will be held strictly confidential but may help to identify potentially under-represented groups and seek ways to increase their recruitment and participation.

Gender: [Click here to enter text.](#)

Ethnic Background: [Click here to enter text.](#)

Race: [Click here to enter text.](#)

Religion: [Click here to enter text.](#)

Sexual Orientation: [Click here to enter text.](#)

Disability: [Click here to enter text.](#)

Please return your completed form to **Cheryl Foy, University Secretary and General Counsel and Secretary to the Board of Governors**. Forms may be returned electronically to: Cheryl.foy@uoit.ca

Or by mail to:

Cheryl Foy
University Secretary and General Counsel
2000 Simcoe St. N.
Oshawa, ON L1H 7K4

Personal information on this form is collected under the authority of the University of Ontario Institute of Technology Act (2002), and will be used to administer the Board of Governors recruitment and appointment process at UOIT. Questions about this collection should be directed to the office of the University Secretary and General Counsel, UOIT, 2000 Simcoe Street North, Oshawa, ON L1H 7K4, (905) 721-8668, ext. 6707.